

IX. VOCATIONAL REHABILITATION

The Department of Rehabilitation's mission is to assist individuals with disabilities, emphasizing those with the most severe disabilities, toward informed choice and success in education, vocational training, career opportunities, independent living, and in the use of assistive technology to improve their employment opportunities and their lives. Individuals who are eligible for vocational rehabilitation services are persons with a disability who require rehabilitation services to prepare for, enter, engage in, or retain gainful employment.

A. DELIVERY SYSTEM

Direct services to individuals with disabilities are provided through Individualized Plans for Employment, referred to as IWRP prior to the 1998 amendments to the Rehabilitation Act. Plans may include specific services such as:

- Counseling and guidance;
- Assistive devices and adaptive equipment;
- Vocational training and education;
- On-the-job training;
- Transportation assistance;
- Reader, interpreter, tutorial and note-taker services;
- Job seeking skills training;
- Job development and placement, and supported employment services including job placement and coaching;
- Work tools, equipment, and license fees;
- Personal assistance services; and,
- Self-employment services.

The Department of Rehabilitation also provides a variety of indirect services to individuals with disabilities through direct payment for training services as well as partnerships and cooperative agreements with state and local government agencies, schools, community-based organizations and other programs.

During the 1996-97 fiscal year, 37,675 individuals applied for services and 24,530 Plans were approved for services. A total of 115,847 individuals were served throughout 1996-97, including individuals whose services were continuing from previous years.

B. PARTICIPANT CHARACTERISTICS

For the 1996-97 cohort, the Department of Rehabilitation provided information on individuals who ended their vocational rehabilitation program between July 1, 1996 and June 30, 1997 and were successfully employed for a minimum of 60 days. Thus all of the individuals in the 1996-97 Vocational Rehabilitation cohort were defined as "completers." Note that this cohort is a smaller subset of all of the individuals served throughout 1996-97.

Information regarding individual participants in the 1996-97 cohort was provided by the Department in electronic data files in which each participant was identified by a unique Social Security Number (SSN). These records were examined with a series of internal and external validity checks, described in Chapter I and Appendix A, and some of the initially submitted records were removed as part of this process. The final 1996-97 cohort is shown in the right column of **Table IX-1** below.

**TABLE IX-1
VOCATIONAL REHABILITATION 1996-97 COHORT**

Unique Social Security Numbers (SSNs)	SSNs Removed Due to:		Final Vocational Rehabilitation Cohort
	Internal Checks	External Checks	
10,012	-5	-4	10,003

The demographic characteristics of the 1996-97 cohort are presented in the tables on the following page. In reviewing these tables, please keep the following in mind:

- The percentages may not add exactly to 100 due to the suppression of results based on four or fewer, including zero, records (as indicated by asterisks **) for confidentiality reasons.
- The percentages are based on the number of participant records with data for a given demographic characteristic. Therefore subgroup sizes (n) vary slightly among tables.
- Age was calculated from the reported date of birth to July 1, 1996 (the beginning date of the cohort).
- The PBA system defined a set of standard data elements that were desired from all participating programs. Data that were not collected by a program's data systems in 1996-97, or were not provided to the PBA system, are noted by "NOT REPORTED."

Unique Characteristics of the Vocational Rehabilitation Cohort

The majority of individuals in the 1996-97 Vocational Rehabilitation cohort were white (60.2 percent) and were males (59.4 percent), and all (100.0 percent) were disabled.

TABLE IX-2
VOCATIONAL REHABILITATION 1996-97 COHORT DEMOGRAPHIC PROFILE

AGE (n= 9,979)		GENDER (n=9,994)		ETHNICITY (n=9,953)	
Category	Percent	Category	Percent	Category	Percent
<18	1.4	Female	40.6	Asian	3.8
18-24	30.9	Male	59.4	Black	13.0
25-39	36.6			Filipino	1.3
40-54	27.0			Hispanic	21.2
55-64	3.7			Native American	0.5
65+	0.4			White	60.2
				Other	*,*

DISABILITY STATUS (n= 10,003)		ECONOMICALLY DISADVANTAGED (n=10,003)		DISLOCATED WORKER	
Category	Percent	Category	Percent	Category	Percent
Yes	100.0	Yes	46.2	Yes	NOT
No	*,*	No	53.8	No	REPORTED

DISPLACED HOMEMAKER		VETERAN (n=10,003)		BASIC SKILLS DEFICIENT	
Category	Percent	Category	Percent	Category	Percent
Yes	NOT	Yes	0.5	Yes	NOT
No	REPORTED	No	99.5	No	REPORTED

LIMITED ENGLISH PROFICIENCY		PRIOR EDUCATION ATTAINMENT (n= 9,851)		NON-TRADITIONAL TRAINING	
Category	Percent	Category	Percent	Category	Percent
Yes	NOT	<High School	32.4	Yes	NOT
No	REPORTED	High School	42.2	No	REPORTED
		Graduate			
		13-15 Yrs	17.8		
		Asso. Degree	*,*		
		16 or more Yrs	7.6		

C. TRAINING/SERVICES PROVIDED

The Department of Rehabilitation collects information regarding the services it provides (listed in Section A) but does not collect data on the training program of each individual client. It does capture employment outcome data for each client using the federal Dictionary of Occupational Titles (DOT) codes. However, since the actual services provided by the Department in support of the employment outcome may not have included occupational training in that area, these data were not included in the PBA system. The non-training services provided to the Department of Rehabilitation's clients were not captured in the "Type of Service" categories used in this second year report. The Department of Rehabilitation does not maintain information on the number of hours of training/services provided to its clients.

D. PERFORMANCE MEASURES

This section presents the program-wide summary of the 1996-97 Department of Rehabilitation cohort for each of the performance measures adopted by the PBA Committee. These measures are summarized in Chapter I and are described in detail in Appendix A.

The 1996-97 Vocational Rehabilitation cohort included 108 individuals (one percent of the total cohort) whose program start date was before January 1, 1989. Because of their early start date, no before program participation earnings or UI data were obtained for these persons. In the measures presented below, these individuals appear in the "Not Found" before program participation category.

EMPLOYMENT RATE MEASURES

There are two measures of employment rate presented in this second year report:

- Measure 1 Employment Rate: First Year After Program Participation, which is the found employed rate in the first year after program participation; and,
- Measure 2 Employment Rate: Second Year After Program Participation, which is the found employed rate for prior year's cohorts in their second year after program participation.

Measure 1 Employment Rate: First Year After Program Participation

Of the 1996-97 Department of Rehabilitation cohort, 81.7 percent were found in California Unemployment Insurance (UI)-covered employment in the first year after program participation. As summarized in **Figure IX-1**, this employment rate in the first year after program participation for the 1996-97 vocational rehabilitation cohort was comparable to the rate of 81.1 percent in the first year after program participation for the 1995-96 cohort.

FIGURE IX-1
EMPLOYMENT RATE: FIRST YEAR AFTER PROGRAM PARTICIPATION
DEPARTMENT OF REHABILITATION

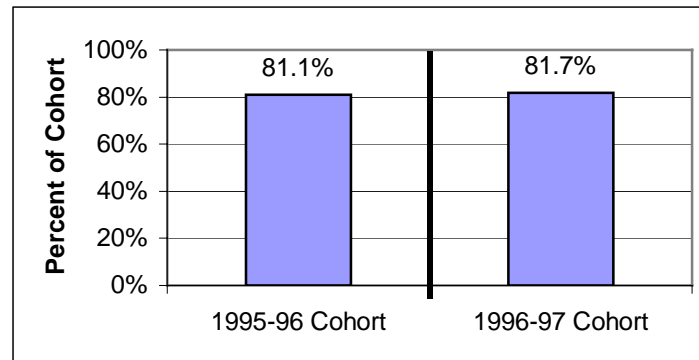


Table IX-3 presents the cumulative percent of both the current and prior year's cohorts that were found in California UI-covered employment in one, two, three, or all four quarters in the first year after program participation. In this second year of the PBA system, two additional employment databases were used to augment the found employed rate: U.S. Department of Defense's (DOD's) Active Duty Military Master File and U.S. Office of Personnel Management's (OPM's) Central Personnel Data Files. The bottom row of Table IX-3 presents the total of the 1996-97 program cohort found employed in all employment sources.

Note that in this and all subsequent tables, percentages referred to in the text or summary figures are shown in bold, and invalid cells are indicated by diagonal lines.

TABLE IX-3
MEASURE 1 EMPLOYMENT RATE¹: FIRST YEAR AFTER PROGRAM PARTICIPATION

Number of Quarters Found After Program Participation	1995-96 Vocational Rehabilitation Cohort		1996-97 Vocational Rehabilitation Cohort	
	Number of Participants	Percent of Total	Number of Participants	Percent of Total
Four quarters (all four quarters after program participation)	6,968	56.4%	5,897	59.0%
Three quarters (any three of four quarters after program participation)	1,252	10.1	914	9.1
Two quarters (any two of four quarters after program participation)	969	7.8	727	7.3
One quarter (any one of four quarters after program participation)	838	6.8	633	6.3
EMPLOYED CA UI-COVERED EMPLOYMENT	10,027	81.1%	8,171	81.7%
TOTAL FOUND IN ALL EMPLOYMENT SOURCES			8,256	82.5%

¹ The California Unemployment Insurance (UI) and Base Wage databases do not include federal employees, self-employed individuals, certain public officials, some family and household domestic workers, workers while on strike, or persons not in the workforce.

Table IX-4 presents the percent of the 1996-97 vocational rehabilitation cohort that were found in each of the three employment sources reviewed. Less than one percent (0.4 percent) of the 1996-97 cohort was found in the DOD active duty employment database. Another 0.9 percent was found in OPM's employment database after program participation. Note that an individual participant could be found in more than one database, so the numbers in this table could represent a duplicative count.

TABLE IX-4
PERCENT FOUND IN EACH EMPLOYMENT SOURCE THE FIRST YEAR AFTER
PROGRAM PARTICIPATION
1996-97 VOCATIONAL REHABILITATION COHORT

Source of Employment Data	Number of Participants	Percent of Total
California Employment Development Department-Base Wage File	8,171	81.7
U.S. Department of Defense - Active Duty Military	45	0.4
U.S. Office of Personnel Management	86	0.9

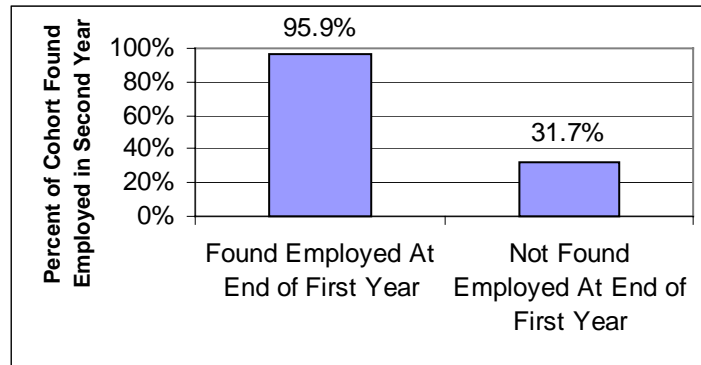
Measure 2 Employment Rate: Second Year After Program Participation

For this second year of the PBA system, Measure 2 Employment Rate examined employment in the second year after program participation for the 1995-96 Department of Rehabilitation cohort.

The 1995-96 program cohort was divided into two groups depending on whether they were, or were not, found employed at the end of the first year after program participation (found in the fourth quarter, or +Q4). Note that the employment could be with any employer and was not restricted to the same employer as at the end of the first year.

As shown in **Figure IX-2**, the majority (95.9 percent) of those who were employed at the end of the first year after their program participation continued to be employed in the second year. Of those who were not found employed at the end of the first year, 31.7 percent were found employed in the second year.

FIGURE IX-2
EMPLOYMENT RATE: SECOND YEAR AFTER PROGRAM PARTICIPATION
1995-96 VOCATIONAL REHABILITATION COHORT



As shown in **Table IX-5**, of the Rehabilitation 1995-96 cohort, 74.4 percent were found in CA UI-covered employment all or part of the second year after program participation. This represents a *decline* of 8.2 percent increase in the overall found employed rate of 81.1 percent for this same cohort during the first year after program participation (shown in Table IX-3).

TABLE IX-5
MEASURE 2 EMPLOYMENT RATE: SECOND YEAR AFTER PROGRAM PARTICIPATION, 1995-96 VOCATIONAL REHABILITATION COHORT

Status at the End of the <u>First</u> Year After Program Participation (+Q4)		<u>Second</u> Year After Program Participation							
Status	Number of Participants	Found Employed All 4 Quarters		Found Employed Less Than 4 Quarters		Found Employed in Any Quarter		Not Found	
		Number	Percent	Number	Percent	Number	Percent	Number	Percent
Found Employed	8,216	6,067	73.8%	1,817	22.1%	7,884	95.9%	332	4.0%
Not Found Employed	4,148	313	7.5%	1,003	24.2%	1,316	31.7%	2,832	68.3%
Total	12,364	6,380	51.6%	2,820	22.8%	9,200	74.4%	3,164	25.6%

EARNINGS MEASURES

There are two measures of earnings:

- Measure 3 Earnings: Before and First Year After Program Participation, which examines the change in earnings from the year before program participation to the first year after program participation; and,
- Measure 4 Earnings: First and Second Year After Program Participation, which examines the earnings change from the first to the second year after program participation.

Note that all earnings in this report are adjusted to 1995 constant dollars, to permit meaningful comparisons from before to after program participation.

Measure 3 Earnings: Before and First Year After Program Participation

The operational definition of Measure 3, Earnings Before and After Program Participation, was changed between the first and second years of the PBA system. In this second year, the measure is designed to include information about all members of a cohort, both before and after program participation. This was accomplished by first dividing all members of a program cohort into one of four groups, depending on the amount of their earnings before program participation. Each of the before groups was then classified into four non-discrete (overlapping) sets, based on whether the participants were found employed and, if so, the number of quarters for which earnings were found in the first four quarters after program participation.

The four before program participation groups were:

1. Earnings Greater Than or Equal to Annual Minimum Wage Before: Individuals earning greater than or equal to the minimum wage in the year (four quarters) before program participation;
2. Earnings Less Than Annual Minimum Wage Before: Individuals earning less than full-time at minimum wage but greater than or equal to \$1 in the year (four quarters) before program participation;
3. Found in CA, Zero Earnings Before: Individuals found receiving UI, or eligible for AFDC or SSI/SSP, in the year before program participation, but with zero earnings in the year (four quarters); or,
4. Not Found in CA Before: Individuals not found in the California UI, Base Wage, or eligibility for AFDC or SSI/SSP, databases in the year (four quarters) before program participation.

The after program participation sets were:

1. Earnings All Four Quarters After: Individuals with earnings greater than \$1 in each of four quarters of the first year after program participation;

2. Earnings Any of the Four Quarters After: Individuals with earnings greater than \$1 in any one, two, three or four quarters of the first year after program participation (note that this also includes the Earnings All Four Quarters After set);
3. Found in CA, Zero Earnings All Four Quarters After: Individuals with no earnings (or total earnings less than \$1 in CA Base Wage file), but found receiving UI, or eligible for AFDC, or SSI/SSP in any quarter in the first year after program participation; or,
5. Not Found in CA After: Individuals not found in the California UI, Base Wage, or eligibility for AFDC or SSI/SSP, databases in the year (four quarters) after program participation.

Figure IX-3 presents a summary of Measure 3, focusing on the change in Earnings Any of the Four Quarters from before to the first year after program participation for the following three groups:

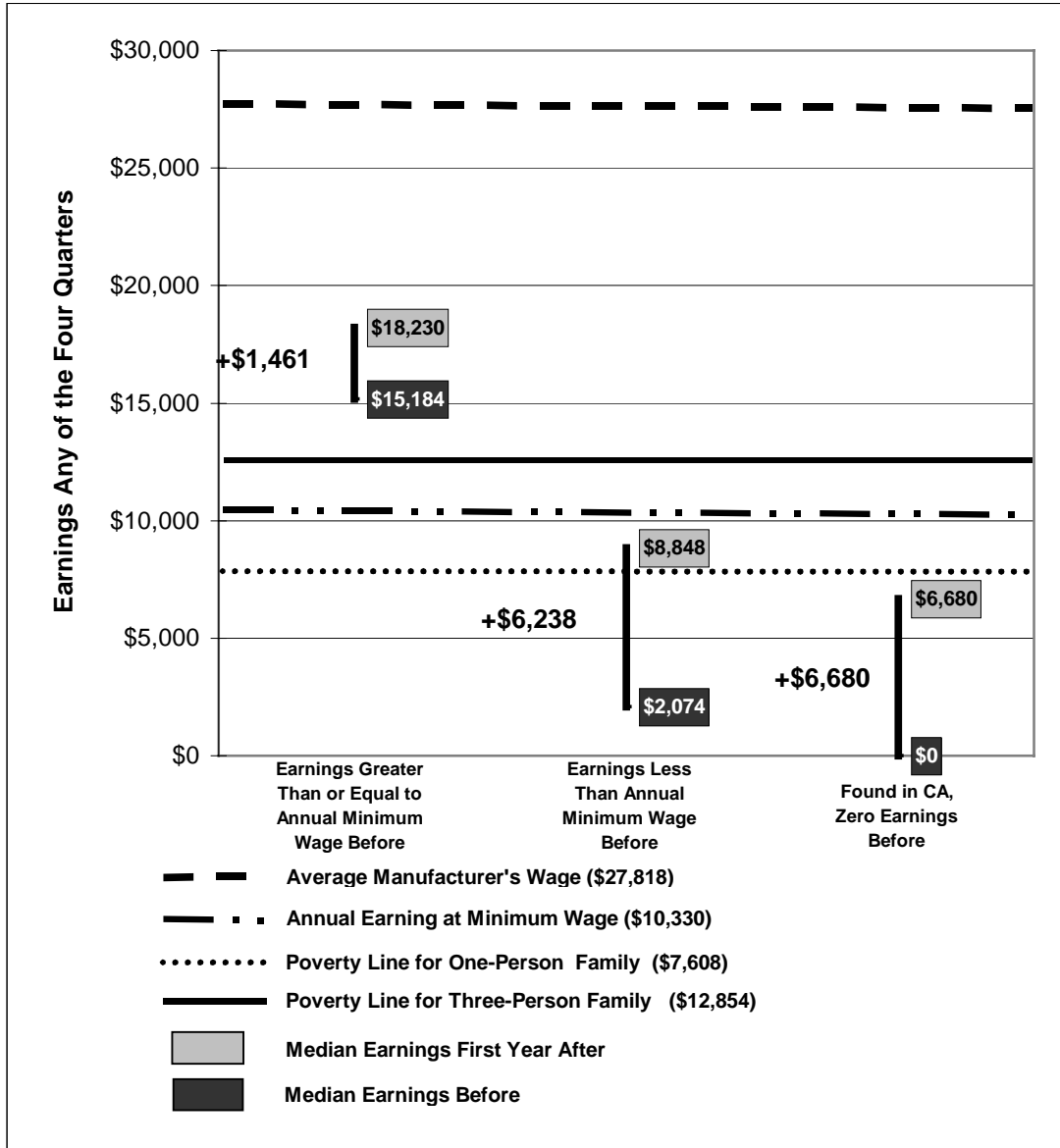
- Earnings Greater Than or Equal to Annual Minimum Wage Before;
- Earnings Less Than Annual Minimum Wage Before; and,
- Found in CA, Zero Earnings Before.

No earnings change can be calculated for the Not Found in CA Before group.

The Earnings Any of the Four Quarters After are presented benchmarked against four comparison earnings rates (described in Appendix A, Technical Appendices):

- Average annual wages for total manufacturing in California;
- California's minimum wage annual equivalent;
- The federal poverty guideline for a three-person family; and,
- The federal poverty guideline for a one-person family.

FIGURE IX-3
MEASURE 3 EARNINGS²: BEFORE AND FIRST YEAR AFTER PROGRAM
PARTICIPATION
1996-97 VOCATIONAL REHABILITATION COHORT



² All earnings are annual and adjusted to 1995 constant dollars to provide comparison across years, using California Department of Finance Consumer Price Index.

Measure 3 Earnings results are presented in two separate sets of tables. **Table IX-6** presents the earnings for all four before program participation groups, and for the following three after program participation sets:

- Earnings Any of the Four Quarters After;
- Found in CA, Zero Earnings All Four Quarters After; and,
- Not Found in CA After.

Table IX-7 presents the earnings for all four before program participation groups, and for the Earnings All Four Quarters After set only. The reason for presenting these after measures on separate tables is that the full cohort is found in the first three sets, while the Earnings All Four Quarters After set is a subset of the Earnings Any of the Four Quarters After set.

Table IX-6 shows that within the Department of Rehabilitation cohort, 12.0 percent had earnings greater than or equal to the minimum wage, and 41.7 percent had earnings less than the minimum wage before program participation. The remainder either had zero earnings, or were not found. Persons with earnings less than minimum wage before program participation had higher earnings gains in the first year after than did persons with earnings greater than minimum wage before (\$6,238 compared to \$1,461). However, persons with earnings greater than minimum wage before program participation had substantially higher median wages after (\$18,230) than those with earnings less than minimum wage before (\$8,848).

As may be seen from Table IX-6, there were 1,387 members, or 13.9 percent, of the total Department of Rehabilitation cohort who were likely to not have been employed before program participation, but who were found employed after.

TABLE IX-6
MEASURE 3 EARNINGS³ BEFORE, AND FIRST YEAR AFTER, PROGRAM PARTICIPATION
1996-97 VOCATIONAL REHABILITATION COHORT

BEFORE PROGRAM PARTICIPATION GROUP	VOCATIONAL REHABILITATION COHORT		FIRST YEAR AFTER PROGRAM PARTICIPATION SETS									
			Earnings Any of the Four Quarters				Found in CA, Zero Earnings all Four Quarters				Not Found in CA	
	Number	Percent	Number	Median Earnings Before	Median Earnings First Year After	Median Change	Number	Median Earnings Before	Median Earnings First Year After	Median Change	Number	Median Earnings Before
Earnings Greater Than or Equal to Annual Minimum Wage	1,204	12.0%	1,066	\$15,184	\$18,230	\$1,461	17	\$11,932	\$0	-\$11,932	121	\$15,235
Earnings Less than Annual Minimum Wage	4,174	41.7%	3,638	\$2,074	\$8,848	\$6,238	228	\$1,322	\$0	-\$1,322	308	\$1,685
Found in CA, Zero Earnings	1,965	19.6%	1,387	\$0	\$6,680	\$6,680	485	\$0	\$0		93	\$0
Not Found in CA	2,660	26.6%	2,080		\$9,257		83		\$0		497	
TOTAL:	10,003		8,171				813					
COMPARISON (ANNUAL) EARNING RATES												
Average Manufacturer's Wage ⁴			\$27,818									
Minimum Wage ⁵			\$10,330									
Poverty Line (Three-person family) ⁶			\$12,854									
Poverty Line (One-person family) ⁷			\$7,608									

³ All earnings are annual and adjusted to 1995 constant dollars to provide comparison across years, using California Department of Finance Consumer Price Index.

⁴ Average weekly earnings for total manufacturing in California, multiplied by 52 weeks and adjusted to 1995 constant dollars. Source: U.S. Bureau of Labor Statistics

⁵ Minimum hourly wage, multiplied by 2080 hours and adjusted to 1995 constant dollars. Source: California Department of Industrial Relations.

⁶ Federal poverty guideline for a three-person family, adjusted to 1995 constant dollars. Source: U.S. Department of Health and Human Services.

⁷ Federal poverty guideline for a one-person family, adjusted to 1995 constant dollars. Source: U.S. Department of Health and Human Services.

The change in earnings from before to after program participation was larger for the set of participants found with earnings all four quarters the first year after program participation, as might be expected. **Table IX-7** indicates that persons with earnings greater than minimum wage before, and employed all four quarters after program participation, had a median earnings increase of \$3,190. Persons who had earnings greater than minimum wage before, but earnings any of the four quarters after program participation, had a median earnings increase of only \$1,461 (shown in Table IX-6).

TABLE IX-7
MEASURE 3 EARNINGS⁸: BEFORE AND FIRST YEAR AFTER PROGRAM
PARTICIPATION
FOR EARNINGS ALL FOUR QUARTERS AFTER SET ONLY
1996-97 VOCATIONAL REHABILITATION COHORT

BEFORE PROGRAM PARTICIPATION GROUP	EARNINGS ALL FOUR QUARTERS AFTER PROGRAM PARTICIPATION			
	Number	Median Earnings Before	Median Earnings After	Median Change
Earnings Greater Than or Equal to Annual Minimum Wage	877	\$15,401	\$20,737	\$3,190
Earnings Less than Annual Minimum Wage	2,636	\$2,218	\$11,423	\$8,862
Found in CA, Zero Earnings	940	\$0	\$9,483	\$9,483
Not Found in CA	1,444		\$12,140	
COMPARISON EARNING RATES				
Average Manufacturer's Wage ⁹			\$27,818	
Minimum Wage ¹⁰			\$10,330	
Poverty Line (Three-person family) ¹¹			\$12,854	
Poverty Line (One-person family) ¹²			\$7,608	

Measure 4 Earnings: First and Second Year After Program Participation

For this second year of the PBA system, Measure 4 examined earnings change from the first to the second year after program participation for the 1995-96 cohort.

As was defined earlier in the Measure 3 discussion, the entire 1995-96 cohort was divided into four before program participation groups (based on labor market experience and found status), and four after program participation sets. Measure 4 was based on the change in earnings from the first year after program participation (+Q1 through +Q4) to the second year after program participation (+Q5 through +Q8).

⁸ All earnings are annual and adjusted to 1995 constant dollars to provide comparison across years, using California Department of Finance Consumer Price Index.

⁹ Average weekly earnings for total manufacturing in California, multiplied by 52 weeks and adjusted to 1995 constant dollars. Source: U.S. Bureau of Labor Statistics

¹⁰ Minimum hourly wage, multiplied by 2080 hours and adjusted to 1995 constant dollars. Source: California Department of Industrial Relations.

¹¹ Federal poverty guideline for a three-person family, adjusted to 1995 constant dollars. Source: U.S. Department of Health and Human Services.

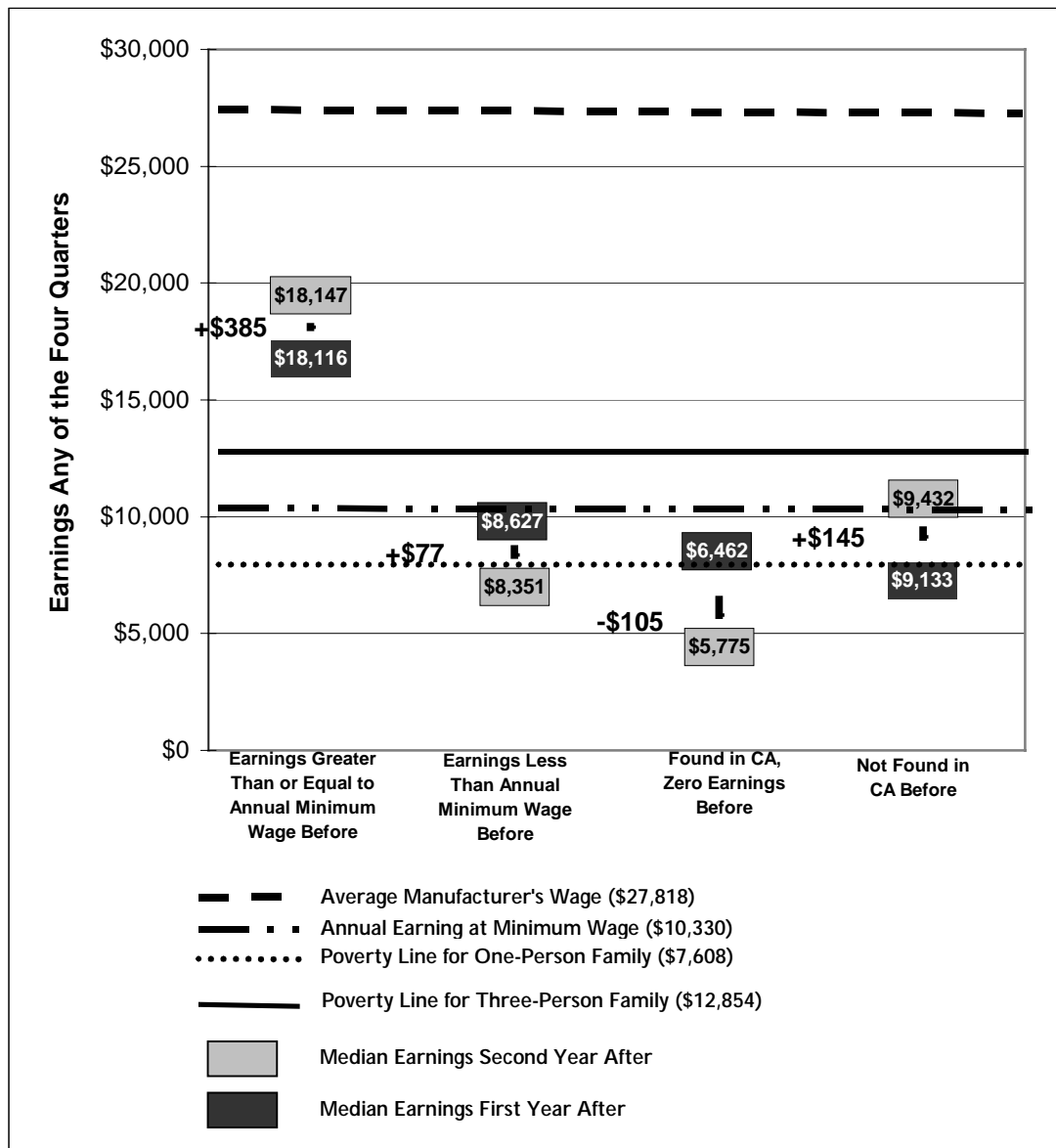
¹² Federal poverty guideline for a one-person family, adjusted to 1995 constant dollars. Source: U.S. Department of Health and Human Services.

Figure IX-4 presents a summary of Measure 4, focusing on the change in Earnings Any of the Four Quarters from the first year to the second year after program participation for the following four groups:

- Earnings Greater Than or Equal to Annual Minimum Wage Before;
- Earnings Less Than Annual Minimum Wage Before;
- Found in CA, Zero Earnings Before; and,
- Not Found in CA Before.

As shown, the 1995-96 cohort generally earned more in the second year after program participation, as evidenced by the positive median change in earnings from the First Year After to the Second Year After.

FIGURE IX-4
MEASURE 4 EARNINGS¹³: FIRST AND SECOND YEAR AFTER PROGRAM
PARTICIPATION
1995-96 VOCATIONAL REHABILITATION COHORT



¹³ All earnings are annual and adjusted to 1995 constant dollars to provide comparison across years, using California Department of Finance Consumer Price Index.

Similar to Measure 3, Measure 4 Earnings results are presented in two separate sets of tables. **Table IX-8** presents the median earnings before program participation, as well as the median earnings in the first and second years after program participation for all four before program participation groups, and for the following three after program participation sets:

- Earnings Any of the Four Quarters After;
- Found in CA, Zero Earnings All Four Quarters After; and,
- Not Found in CA After.

Table IX-9 presents the earnings for all four before program participation groups, and for the Earnings All Four Quarters After set only. The reason for presenting these after measures on separate tables is that the full program cohort is found in the first three sets, while the Earnings All Four Quarters After set is a subset of the Earnings Any of the Four Quarters After set.

As shown in **Table IX-8**, for those members of the vocational rehabilitation cohort who were found with Earnings Any of the Four Quarters, the median change in earnings from the first to the second year after program participation ranged from -\$105 to \$385.

TABLE IX-8
MEASURE 4 EARNINGS¹⁴: FIRST TO SECOND YEAR AFTER PROGRAM PARTICIPATION
1995-96 VOCATIONAL REHABILITATION COHORT

BEFORE PROGRAM PARTICIPATION GROUP	VOCATIONAL REHABILITATION COHORT		FIRST YEAR AFTER PROGRAM PARTICIPATION SETS												
			Earnings Any of the Four Quarters					Found in CA, Zero Earnings all Four Quarters					Not Found in CA		
	Number	Percent	Number	Median Earnings Before	Median Earnings First Year After	Median Earnings Second Year After	Median Change Second to First Year	Number	Median Earnings Before	Median Earnings First Year After	Median Earnings Second Year After	Median Change Second to First Year	Number	Median Earnings Before	Median Earnings Second Year After
Earnings Greater Than or Equal to Annual Minimum Wage	1,528	12.4%	1,376	\$15,628	\$18,116	\$18,147	\$385	23	\$11,359	\$0	\$0		129	\$15,700	\$0
Earnings Less than Annual Minimum Wage	5,005	40.5%	4,314	\$2,207	\$8,627	\$8,351	\$77	257	\$1,086	\$0	\$0		434	\$1,499	\$0
Found in CA, Zero Earnings	2,233	18.1%	1,604	\$0	\$6,462	\$5,775	-\$105	495			\$0		134		\$0
Not Found in CA	3,598	29.1%	2,733		\$9,133	\$9,432	\$145	115			\$0		750		\$0
TOTAL:	12,364							890					1,447		
COMPARISON EARNING RATES															
				First Year After (1996-97)				Second Year After (1997-98)							
Average Manufacturer's Wage ¹⁵				\$27,305				\$27,818							
Minimum Wage ¹⁶				\$9,744				\$10,330							
Poverty Line (Three-person family) ¹⁷				\$12,801				\$12,854							
Poverty Line (One-person family) ¹⁸				\$7,633				\$7,608							

¹⁴ All earnings are annual and adjusted to 1995 constant dollars to provide comparison across years, using California Department of Finance Consumer Price Index.

¹⁵ Average weekly earnings for total manufacturing in California, multiplied by 52 weeks and adjusted to 1995 constant dollars. Source: U.S. Bureau of Labor Statistics

¹⁶ Minimum hourly wage, multiplied by 2080 hours and adjusted to 1995 constant dollars. Source: California Department of Industrial Relations.

¹⁷ Federal poverty guideline for a three-person family, adjusted to 1995 constant dollars. Source: U.S. Department of Health and Human Services.

¹⁸ Federal poverty guideline for a one-person family, adjusted to 1995 constant dollars. Source: U.S. Department of Health and Human Services.

Participants who were found with Earnings All Four Quarters both the first and the second year after program participation had a median change in earnings that ranged from \$83 to \$477 (Table IX-9).

TABLE IX-9
MEASURE 4 EARNINGS¹⁹: FIRST AND SECOND YEAR AFTER PROGRAM
PARTICIPATION
FOR EARNINGS ALL FOUR QUARTERS ONLY
1995-96 VOCATIONAL REHABILITATION COHORT

BEFORE PROGRAM PARTICIPATION GROUP	EARNINGS ALL FOUR QUARTERS FIRST YEAR AFTER PROGRAM PARTICIPATION SET				
	Number	Median Earnings Before	Median Earnings First Year After	Median Earnings Second Year After	Median Change Second to First Year
Earnings Greater Than or Equal to Annual Minimum Wage	1,077	\$15,868	\$21,065	\$21,099	\$477
Earnings Less than Annual Minimum Wage	3,010	\$2,429	\$11,412	\$10,983	\$229
Found in CA, Zero Earnings	1,039	\$0	\$9,927	\$9,088	\$83
Not Found in CA	1,842		\$12,475	\$12,712	\$452
COMPARISON EARNING RATES					
	First Year After (1996-97)		Second Year After (1997-98)		
Average Manufacturer's Wage ²⁰	\$27,305		\$27,818		
Minimum Wage ²¹	\$9,744		\$10,330		
Poverty Line (Three-person family) ²²	\$12,801		\$12,854		
Poverty Line (One-person family) ²³	\$7,633		\$7,608		

Measure 5: Change in Unemployment Insurance (UI) Status

The purpose of this measure was to examine the impact of workforce preparation programs on persons who were receiving California Unemployment Insurance (UI) before program participation. In this report, the Department of Rehabilitation's program cohort was divided into two before program participation groups and two after program participation groups. Both groups were defined based on whether they had or had not received CA UI payments at any time in the year before or after program participation.

¹⁹ All earnings are annual and adjusted to 1995 constant dollars to provide comparison across years, using California Department of Finance Consumer Price Index.

²⁰ Average weekly earnings for total manufacturing in California, multiplied by 52 weeks and adjusted to 1995 constant dollars. Source: U.S. Bureau of Labor Statistics

²¹ Minimum hourly wage, multiplied by 2080 hours and adjusted to 1995 constant dollars. Source: California Department of Industrial Relations.

²² Federal poverty guideline for a three-person family, adjusted to 1995 constant dollars. Source: U.S. Department of Health and Human Services.

²³ Federal poverty guideline for a one-person family, adjusted to 1995 constant dollars. Source: U.S. Department of Health and Human Services.

Figure IX-5 and **Table IX-10** illustrate that there were fewer total members of the Department of Rehabilitation cohort receiving California UI after program participation (9.6 percent) than were receiving California UI before program participation (11.7 percent). Note that 8,096 (80.9 percent) of the vocational rehabilitation cohort did not receive CA UI either before or after program participation.

FIGURE IX-5
MEASURE 5: CHANGE IN UI STATUS
BEFORE AND FIRST YEAR AFTER PROGRAM PARTICIPATION
1996-97 VOCATIONAL REHABILITATION COHORT

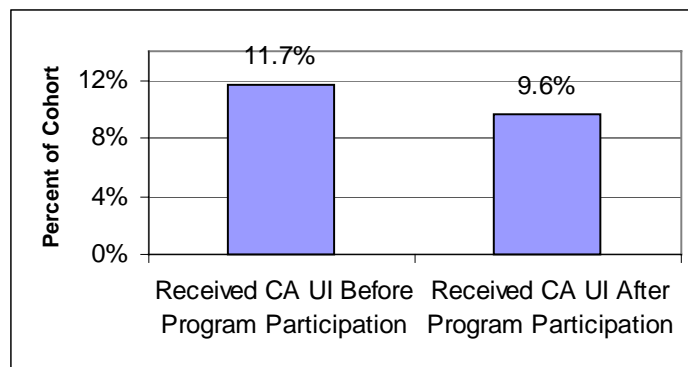


TABLE IX-10
MEASURE 5: CHANGE IN UI STATUS
1996-97 VOCATIONAL REHABILITATION COHORT

BEFORE PROGRAM PARTICIPATION STATUS			AFTER PROGRAM PARTICIPATION STATUS			
			Received CA UI		Did Not Receive CA UI	
	Number	Percent	Number	Percent	Number	Percent
Received CA UI	1,175	11.7%	233	19.8%	942	80.2%
Did Not Receive CA UI	8,828	88.3%	732	8.3%	8,096	91.7%
Total	10,003		965	9.6%	9,038	90.4%

For the 233 members of the Department of Rehabilitation cohort who received California UI both before and after program participation, there was a reduction of 6.1 in the annual average number of weeks of California UI received, as shown in **Table IX-11**.

TABLE IX-11
MEASURE 5: CHANGE IN WEEKS OF UI RECEIVED BEFORE AND AFTER
PROGRAM PARTICIPATION²⁴
1996-97 VOCATIONAL REHABILITATION COHORT

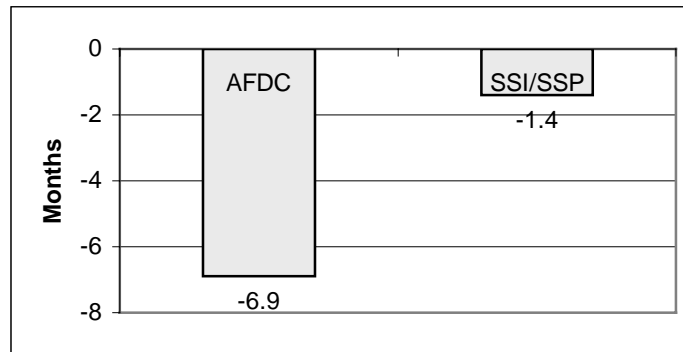
BEFORE PROGRAM PARTICIPATION STATUS		RECEIVED CA UI AFTER PROGRAM PARTICIPATION	Change in Annual Average Number of Weeks of CA UI
	Annual Average Number of Weeks of CA UI	Annual Average Number of Weeks of CA UI	
Received CA UI	18.9	12.8	-6.1
Did Not Receive CA UI	0.0	12.7	+12.7

Measure 6: Change in Status from Tax Receiver to Tax Payer

This measure was calculated for those members of the Department of Rehabilitation program cohort who received Aid to Families with Dependent Children (AFDC), or Supplemental Security Income/State Supplementary Payments (SSI/SSP), in the 12 months before program participation.

Figure IX-6 summarizes the change in number of months of AFDC and SSI/SSP from before to the first year after program participation for the 1996-97 cohort.

FIGURE IX-6
MEASURE 6: CHANGE IN MONTHS OF BENEFITS RECEIVED BEFORE AND
FIRST YEAR AFTER PROGRAM PARTICIPATION
1996-97 VOCATIONAL REHABILITATION COHORT



²⁴ The California Unemployment Insurance (UI) and Base Wage databases do not include federal employees, self-employed individuals, certain public officials, some family and household domestic workers, workers while on strike, or persons not in the workforce.

The change in number of months of AFDC and SSI/SSP from before to the first year after program participation for both the 1995-96 and 1996-97 Department of Rehabilitation cohorts are presented in **Table IX-12**. For both cohorts, there was a reduction in the number of months of AFDC after program participation, while there was almost no change in months of SSI/SSP from before to after.

TABLE IX-12
MEASURE 6: AVERAGE MONTHS OF RECEIVING PUBLIC BENEFITS
BEFORE AND AFTER PROGRAM PARTICIPATION

Months	1995-96 Cohort		1996-97 Cohort	
	AFDC (n=965)	SSI/SSP (n=2,313)	AFDC (n=812)	SSI/SSP (n=2,335)
Average Months Receiving Benefit Before Program Participation	9.0	11.4	9.3	11.3
Average Months Receiving Benefit After Program Participation	3.0	10.5	2.4	10.0
Change in Annual Average Months	-6.0	-0.9	-6.9	-1.4

E. DETAILED TABLES

On the following pages are the detailed summary tables of the PBA system performance measures for each of the population subgroups submitted by the Department of Rehabilitation. The standard data tables are presented in the following order:

1996-97 Department of Rehabilitation Cohort: Measures 1, 3, 5, and 6

1995-96 Department of Rehabilitation Cohort: Measures 2 and 4

Accompanying this report are the detailed tables of the performance measures for the Department of Rehabilitation cohort by demographic characteristic, and by district office. The standard data tables may be accessed on the California's Workforce Investment website: www.calwia.org.

Please note that in the computer generated tables, asterisks (**) are used to denote suppressed data when there were four, three, two, one or zero employment data points in a given cell.